

## **TITLE IX NONDISCRIMINATION ON THE BASIS OF SEX**

*Policy Code:* **1720/4030/7235**

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The school system does not discriminate on the basis of sex (including on the basis of sex stereotypes, sex characteristics, pregnancy or related conditions, sexual orientation, or gender identity) and prohibits sex discrimination, including sex-based harassment, in the education program, as required by Title IX of the Education Amendments Act of 1972 and federal regulations. Throughout this policy, the term “education program” refers to all operations, services, and activities of the school system, including admissions and employment. The board also prohibits school system employees from implementing any policy, practice, or procedure, or from taking any employment action, on the basis of sex: (1) concerning the current, potential, or past parental, family, or marital status of a student, employee, or applicant for employment, which treats persons differently; or (2) that is based upon whether an employee or applicant for employment is the head of household or principal wage earner in such employee’s or applicant’s family unit.

### **A. INQUIRIES ABOUT TITLE IX**

The board has designated a Title IX coordinator to coordinate its efforts to comply with its responsibilities under Title IX and its implementing regulations. Inquiries about the application of Title IX and its implementing federal regulations may be referred to the Title IX coordinator and/or the Office for Civil Rights at the U.S. Department of Education.

The contact information for the Title IX coordinator is as follows.

The Title IX Coordinator is: **Mr. Roy Putman**  
Office Address: **85 Peachtree St., Sparta, NC 28675**  
Email Address: **roy.putman@alleghany.k12.nc.us**  
Phone Number: **336-372-4345**

### **B. RESOLUTION OF GRIEVANCES**

The board has established grievance procedures that provide for the prompt and equitable resolution of complaints alleging discrimination on the basis of sex in the education program in violation of Title IX. Individuals may report such alleged sex discrimination through the procedures provided in policy 1725/4035/7236, Title IX Sex Discrimination – Prohibited Conduct and Grievance Procedures.

The Title IX coordinator shall monitor the education program for barriers to reporting information about conduct that reasonably may constitute sex discrimination under Title IX and its regulations and take steps reasonably calculated to address any such barriers.

### **C. RETALIATION PROHIBITED**

Retaliation against any person for the exercise of rights under Title IX or to interfere with

those rights in any way is strictly prohibited and will subject the perpetrator to disciplinary action. The identity of any person who has made a report or complaint of sex discrimination or who is the alleged perpetrator of sex discrimination will be confidential unless otherwise required or permitted by law. Individuals may report alleged retaliation through the processes provided in policy 1725/4035/7236, Title IX Sex Discrimination – Prohibited Conduct and Grievance Procedures.

**D. NOTICE OF NONDISCRIMINATION BASED ON SEX**

The superintendent is responsible for providing a notice of nondiscrimination to students and their parents or legal guardians, employees, and applicants for admission or employment. The notice of nondiscrimination will contain the following information: (1) a statement that the school system does not discriminate on the basis of sex and prohibits sex discrimination in the education program, including in admission and employment, as required by Title IX and its regulations; (2) contact information for the Title IX coordinator; and (3) a statement that Title IX inquiries may be referred to the Title IX coordinator, the Office for Civil Rights, or both; (4) how to locate this policy and the grievance procedures for sex discrimination complaints (1725/4035/7236, Title IX Sex Discrimination – Prohibited Conduct and Grievance Procedures); and (5) how to report information about conduct that may constitute sex discrimination and how to make a complaint of sex discrimination. All the information in the notice of nondiscrimination will be prominently displayed on the school system website and included in any school system handbook, catalog, announcement, bulletin, and application form made available to students, parents or guardians, employees, or applicants for admission or employment, unless the format or size of the publication makes it necessary to instead (1) include a statement that the school system prohibits sex discrimination in the education program and that individuals may report concerns or questions to the Title IX coordinator and (2) provide the location of the notice of nondiscrimination on the school system website.

**E. TRAINING**

In accordance with the requirements of Title IX, all school system employees must be trained on: (1) the school system’s obligation to address sex discrimination in the education program; (2) the scope of conduct that constitutes sex discrimination, including the definition of sex-based harassment; and (3) all applicable notification and information requirements under 34 C.F.R. 106.40(b)(2) and 106.44.

In addition to the training applicable to all employees, employees with certain Title IX roles must undergo additional Title IX trainings specific to their responsibilities. All individuals who serve as investigators or decisionmakers for sex discrimination complaints or other persons who are responsible for implementing the sex discrimination grievance procedures or have the authority to modify or terminate supportive measures must be trained as required by 34 C.F.R. 106.8(d)(2). Facilitators of the informal resolution process for sex discrimination complaints must be trained on the rules and practices associated with the informal resolution process and on how to serve impartially, including by avoiding conflicts of interest and bias. The Title IX coordinator and any designees must receive the

training provided to the investigators and to the informal resolution process facilitators as well as training on their specific responsibilities, on the school system's recordkeeping system and related requirements, and on any other topics as necessary to coordinate the school system's Title IX compliance.

Legal References: Title IX of the Education Amendments Act of 1972, 20 U.S.C. 1681 *et seq.*; 34 C.F.R. Part 106

Cross References: Title IX Sex Discrimination – Prohibited Conduct and Grievance Procedures (policy 1725/4035/7236)

Adopted: July 28, 2020

Revised: June 1, 2021